



VIETNAM SALVAGE JOINT STOCK COMPANY

POLICY OF ALCOHOLS, LIQUORS AND STIMULANT USAGE

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Vietnam Salvage Joint Stock Company (Visal) aims to provide a safe, healthy and effective working environment for all our staffs, contractors and customers. In order to achieve this objective, Visal commits:

- Strictly prohibiting the use, storage and delivery of alcohol or other stimulants (drug, opium,...) which not for medical purposes within the Company.
- Strictly prohibiting smoking in all areas which are categorized as dangerous areas and designated “No Smoking” areas.
- Regularly, randomly testing based on customers’ requirement to determine the blood alcohol level of staff.
- If anyone causes serious problems or does not complete his/her job due to drunkenness or use of stimulants, he or she must be penalized basing on level of violation as consequence the perpetrator or being suspended/ dismissed.
- If anyone take, keeps or delivers illegal drugs or stimulants, he or she will be immediately dismissed.

Encouraging and creating good conditions for staff to give up the habit of using alcohol, drugs and stimulants in order to implement this policy.

Date: 20th May, 2016

NGUYEN VAN BE
General Director